

# Sammie Nikolaus

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## SUMMARY

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HR Manager with a track record building high-impact solutions and improving KPIs.

## EXPERIENCE

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### HR Business Partner — Prosacco - Fahey (2021-08-04 - Present)

- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Led recruitment for 172 roles across EMEA/US, reducing time-to-hire by 20%.

### HR Business Partner — Armstrong - Murphy (2022-04-14 - 2023-11-28)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 14 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 12%.

### HR Business Partner — Mosciski Inc (2016-05-16 - 2023-09-27)

- Led recruitment for 15 roles across EMEA/US, reducing time-to-hire by 40%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 15 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 25%.

### HR Business Partner — Feest - Rutherford (2020-08-28 - 2022-12-24)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 57 roles across EMEA/US, reducing time-to-hire by 40%.
- Implemented a performance review program which improved engagement scores by 5 points.

## TECHNICAL SKILLS

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### Talent

Sourcing

### Operations

Benefits Administration

### People Practices

Performance Management • L&D • Succession Planning • Employee Relations

### Compliance

GDPR • Diversity & Inclusion • Workplace Investigations

## ACADEMIC BACKGROUND

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MSc Human Resource Management, Larkin and Sons University (2025)